

The Encon Group

Modern Slavery & Human Trafficking Policy

The Encon Group comprises of Encon Insulation Limited, Nevill Long, Gill Insulation Eastern Limited and Gill Insulation Nottinghamshire Limited. The Encon Group's principal business activities are the distribution of insulation materials and associated products, and of insulation contracting.

The Encon Group recognises that it has a moral and social responsibility to aim to ensure that trading is free from human trafficking and slavery.

The organisation currently operates in the United Kingdom and predominantly sources materials from within the UK and European Union. It has assessed its risk and as it operates in market areas where labour is well regulated regards its risk in relation to modern slavery and human trafficking as low.

As part of The Encon Group's due diligence process for slavery and human trafficking the following initiatives are undertaken to assess and manage risk:

- All employees are checked in line with the Immigration, Asylum and Nationality Act 2006 to ensure they have a right to work in the UK.
- Children shall not be recruited before they have reached the age of completion of compulsory schooling, and in any case not before the age of 15. Those under 18 shall not be required to perform hazardous duties.
- All new suppliers are required to acknowledge by declaration that they will act in accordance with the Modern Slavery Act 2015 prior to being accepted as an approved supplier.
- Where possible contact with our suppliers will be made through their UK offices.
- Any suspected instances or concerns of slavery and/or human trafficking in the supply chain which are reported to the Company will be investigated at senior level.
- All employees, customers and other business partners are encouraged to report any concerns related to the direct activities of the supply chains of the organisation.
- All employees receive training on the risk of Modern Slavery and if they suspect an incident of modern slavery are encouraged to contact a member of the HR department to make disclosures without fear of retribution. No instance of Modern Slavery has been detected in the company's supply chain, indicating that these measures are effective.
- This statement from the Company Chief Executive will be reviewed annually and communicated to all interested parties on request. All employees are made aware of this statement as part of the Company's induction process.
- This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015, with the full knowledge and approval of the company's directors and constitutes Encon Group's slavery and trafficking statement for financial year ending July 2025.



Stuart Moore

Group Chief Executive Officer

August 2025